

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

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NOTE: (1) As this memorandum contains secret data as to Defence Forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in Defence Forces must not be published in any way and the document must be carefully safeguarded.

(2) The statistics herein are as at the end of November, 1943. Future issues will appear about eight weeks after the end of the month to which they relate.

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1. Employment and Enlistments: The following table shows as at the end of July, 1939, July, 1941, November, 1941, and each month from November, 1942, to November, 1943, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the Defence Forces since the commencement of the war. "Net Enlistments" represents the net number of persons taken into Defence Forces and not subsequently discharged into civil life.

AUSTRALIA - Wage Earners Employed in Industry and Total
Net Enlistments in Defence Forces.

	Wage Earners Employed in Industry (excluding rural & household domestic) (a)			Total net Enlistments in Defence Forces (b)			Total (excluding wage earners in rural industry & household domestic service)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
1939 - July ..	1306.0	420.5	1726.5	-	-	-	1306.0	420.5	1726.5
1941 - July ..	1385.1	515.2	1900.3	321.1	0.2	321.3	1706.2	515.4	2221.6
November ..	1396.2	537.4	1933.6	378.5	3.6	382.1	1774.7	541.0	2315.7
1942 - October ..	1299.8	578.9	1878.7	644.2	27.8	672.0	1944.0	606.7	2550.7
November ..	1297.1	584.2	1881.3	651.9	30.2	682.1	1949.0	614.4	2563.4
December ..	1292.7	587.8	1880.5	656.0	32.7	688.7	1948.7	620.5	2569.2
1943 - January ..	1293.7	587.0	1880.7	661.5	36.0	697.5	1955.2	623.0	2578.2
February ..	1293.6	593.1	1886.7	665.9	38.2	704.1	1959.5	631.3	2590.8
March ..	1292.3	599.6	1891.9	670.2	40.3	710.5	1962.5	639.9	2602.4
April ..	1284.1	600.4	1884.5	674.7	41.8	716.5	1958.8	642.2	2601.0
May ..	1283.9	601.4	1885.3	678.7	43.3	722.0	1962.6	644.7	2607.3
June ..	1282.7	605.2	1887.9	681.7	44.7	726.4	1964.4	649.9	2614.3
July ..	1278.5	608.4	1886.9	684.3	46.0	730.3	1962.8	654.4	2617.2
August ..	1279.1	610.8	1889.9	684.7	47.1	731.8	1963.8	657.9	2621.7
September ..	1276.3	611.3	1887.6	685.3	47.9	733.2	1961.6	659.2	2620.8
October ..	1278.9	614.2	1893.1	684.5	48.1	732.6	1963.4	662.3	2625.7
November ..	1278.5	615.8	1894.3	681.2	48.7	729.9	1959.7	664.5	2624.2

(a) Includes employees of Allied Works Council and Allied Governments, in addition to all other workers engaged in production of war materials and services. A.W.C. employees first appeared in May, 1942, and numbered approximately 45,000 in November, 1943.

(b) See Section 5 of this Survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing, prisoners of war and wounded. Figures as to enlistments, discharges, etc., in respect of Army are in process of revision, and the figures herein will be amended when check is complete.

The main features of the November, 1943, figures may be summarized as follows:-
Males: Compared with the previous month, there was a reduction in males in the Forces in

November of 3,300, and males employed in non-rural industry showed a decrease of 400. During the year ended November, males in the Forces or employed in non-rural industry increased by 10,700, the Forces showing a net increase of 29,300 and non-rural employment a net decrease of 18,600.

Females: Total females employed in industry (excluding rural and household domestic) and in the Defence Forces increased by 2,200 in November. The monthly increase during the twelve months ended November, 1943, averaged 4,200. The number of females taken into the Forces in November was 600 compared with an average monthly increase of 1,500 during the twelve months ended November, and the increase in civil employment (other than rural and household domestic) was 1,600 in the month compared with an average of 2,600 during the preceding twelve months.

2. Employment (excluding Rural and Household Domestic): The numbers of persons employed in July, 1941, November, 1941, and each month November, 1942, to November, 1943, (as shown in the first three columns of the previous page) are dissected in the following table into four main groups of employment.

AUSTRALIA - Wage Earners Employed in Industry.
(excluding Rural and Household Domestic)
(For totals for each month see page 1)

End of Month	Governmental Munitions, Air- craft, Ship- building			Other Factories and Workshops			Other Govern- mental (a)			All Other (a)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.	M.	F.	T.
	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000
1941 - July ..	51.4	8.7	60.1	486.9	179.9	666.8	306.0	62.6	368.6	540.8	264.0	804.8
November	59.7	11.2	70.9	495.6	187.0	682.6	306.5	66.4	372.9	534.4	272.8	807.2
1942 - November	87.0	30.8	117.8	466.1	188.1	654.2	323.1	87.4	410.5	420.9	277.9	698.8
December	88.4	32.6	121.0	462.4	187.5	649.9	320.0	89.3	409.3	421.9	278.4	700.3
1943 - January..	90.8	34.1	124.9	462.4	187.6	650.0	320.8	90.5	411.3	419.7	274.8	694.5
February	91.1	36.3	127.4	463.3	189.8	653.1	320.3	91.9	412.2	418.9	275.1	694.0
March ..	92.0	38.2	130.2	464.4	192.2	656.6	318.7	93.3	412.0	417.2	275.9	693.1
April ..	92.0	38.9	130.9	463.0	191.1	654.1	315.9	94.6	410.5	413.2	275.8	689.0
May ..	91.9	39.8	131.7	463.7	189.8	653.5	314.0	95.7	409.7	414.3	276.1	690.4
June ..	90.9	39.4	130.3	463.5	190.5	654.0	314.6	99.0	413.6	413.7	276.3	690.0
July ..	89.9	39.0	128.9	463.1	190.3	653.4	314.0	102.4	416.4	411.5	276.7	688.2
August ..	88.4	38.2	126.6	464.2	191.0	655.2	314.5	104.3	418.8	412.0	277.3	689.3
September	88.0	37.2	125.2	463.5	191.5	655.0	315.2	104.9	420.1	409.6	277.7	687.3
October..	86.5	37.1	123.6	465.6	191.4	657.0	315.2	105.7	420.9	411.6	280.0	691.6
November	84.2	35.7	119.9	466.0	192.2	658.2	315.3	106.7	422.0	413.0	281.2	694.2
Increase since November, 1941.												
Number ..	24.5	24.5	49.0	-29.6	5.2	-24.4	8.8	40.3	49.1	-121.4	8.4	-113.0
Per Cent ..	41.0	218.7	69.1	- 6.0	2.8	- 3.6	2.9	60.7	13.1	-22.7	3.1	-14.0

(a) Allied Works Council employees are included with "Other Governmental" or "All Other" according to whether they were working for Governmental authorities or private contractors. The increase in "Other Governmental" after November, 1941, is due to the inclusion of these men, but the subsequent decline of the "Other Governmental" figures for males shows that the necessarily large increase of public employment for war purposes has been offset by curtailment of the numbers of males in less essential governmental activities. Employees of Allied Governments are also included with "Other Governmental".

The figures at the foot of the table show absolute amounts (in thousands), and percentage of increase in employment since the end of November, 1941, indicating the trend of employment in various groups since war was commenced in the Pacific. Government munitions, aircraft and shipbuilding showed a steady growth in the total for both sexes until April, 1943. Male employment in Government munition factories etc., increased rapidly until July, 1942, but after that date, the monthly increase slackened off, and since April, 1943, about 7,800 men have been released. Females in Government munition works, etc., continued to expand until May, 1943, but 4,100 women have been released since that date.

Male workers in other factories and workshops were increasing when war with Japan started, but then commenced to decline and by the end of 1942 had decreased by 33,000. Since that time there has been little movement. However, a very large proportion of the workers remaining in private factories have been transferred to war contracts. (Male workers in Government munitions etc., factories on the other hand, expanded by 28,700 between November, 1941 and December, 1942, but have declined since by 4,200). Female workers in other factories and workshops have remained very steady since November, 1941, and are only 5,200 above the November, 1941 level.

Governmental services other than munition works increased slightly until April, 1942, but the large increase in May, 1942 was due to the inclusion of such Allied Works Council employees as were working directly for Governmental authorities. Since May, 1942, males in this group have decreased by 11,200. The number of females in Government services (other than factories) has increased fairly steadily and in November, 1943, stood at 61 per cent above the November, 1941 level.

Males in "all other industries" reached a peak in September, 1941, and the decline in subsequent months placed November, 1943, at 23 per cent below November, 1941. This fall has meant the releasing of 121,000 men for the Armed Forces. Females in "all other industries" showed a slight tendency to increase until April, 1942, but remained fairly steady after that date and by the end of November, 1943 were about 1,200 below the April, 1942 level.

Summing up the trend of non-rural employment (other than private domestic) it may be said that from November, 1941, to May, 1943, munition etc. works required 32,200 extra men and 28,600 extra women, but have subsequently released 7,700 men and 4,100 women. Between November, 1941 and November, 1943 other Government activities absorbed 8,800 extra men and 40,300 women, while other factories and workshops released 29,600 men, and all other industries released 121,400 men. Female employment in "Other factories" and "All other industries" expanded by 13,600 from November, 1941 to November, 1943.

3. Summary of Manpower Statistics - Australia: The following table shows for November, 1943, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions (July, 1939) and from November, 1941, is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right-hand columns show that part of the change which has occurred since the entry of Japan into the war.

AUSTRALIA - Summary of Manpower Statistics as at November, 1943.

Particulars	Totals as at end of November 1943			Increases:					
				July 1939 to November 1943 (Whole War Period)			November 1941 to November 1943 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
(i) <u>Defence Forces -</u> Gross enlistments less discharges since commence- ment of war (a)	681.2	48.7	729.9	681.2	48.7	729.9	302.7	45.1	347.8
(ii) <u>Wage and Salary</u> <u>Earners employed, other</u> <u>than rural & household</u> <u>domestic workers:</u> Munitions, Aircraft, Shipbuilding (Govern- mental) ..	84.2	35.7	119.9	73.6	34.6	108.2	24.5	24.5	49.0
Other Factories and Workshops ..	466.0	192.2	658.2	39.4	45.1	84.5	-29.6	5.2	-24.4
Other ..	728.3	387.9	1,116.2	-140.5	115.6	-24.9	-112.6	48.7	-63.9
TOTAL:	1,278.5	615.8	1,894.3	- 27.5	195.3	167.8	-117.7	78.4	-39.3
(iii) <u>Unemployed</u> through sickness, acci- dent, unfitness and lack of work (b) ..	28.7	16.0	44.7	-235.3	-18.0	-253.3	- 45.2	-3.3	-48.5
TOTAL DEFENCE FORCES EMPLOYEES AND UNEMPLOYED:	1,988.4	680.5	2,668.9	418.4	226.0	644.4	139.8	120.2	260.0
(iv) <u>Normal Increase</u> <u>in Wage and Salary</u> <u>Earners: (c) ..</u>	-	-	-	77.0	42.0	119.0	30.8	21.7	52.5
(v) <u>Persons drawn from</u> <u>"not gainfully occupied"</u> groups (d) employers and self-employed and from rural and private domestic wage earners	-	-	-	341.4	184.0	525.4	109.0	98.5	207.5

Notes to above table:

- Defence Forces include enlistments since the commencement of war only. Fuller details are given in Section 5 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - Item(ii) of above table. See footnote (b) to table on page 1.
- Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness and lack of work. Sickness and accidents are responsible for over 40,000 of the total unemployed shown above. The figures are approximate estimates only, as no exact records are available.
- Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued.
- "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage-earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation.

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It will be seen that since July, 1939, 729,900 persons have been absorbed by the Defence Forces while 167,800 have been absorbed into industries other than rural and private domestic service. This total of 897,700 has been drawn from - (a) unemployed wage and salary earners, the decrease of whom has contributed 253,300 persons; (b) normal increase of wage and salary earners amounting to 119,000 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the Forces or transferred to other industry. This latter group has contributed 525,400 persons.

Men engaged in the Forces and Industry have increased by 653,700 and women by 244,000 since the outbreak of war. The males were obtained from the following sources:- unemployed, 235,300; normal population increase, 77,000; and drawn from rural industry, self-employed, and "independent" persons, 341,400. The latter figure is calculated to have decreased by over 5,000 from October. This is due to males engaged in Industry remaining unchanged, while the Forces decreased by 3,300, and natural increase of 1,500 became available. This suggests that a number of men equivalent to those released by the Forces have found their way into rural industry. (This should not be taken as an exact measure of the movement to rural work, as figures for any one month are subject to minor errors of measurement). The females came principally from unoccupied women and women in private domestic service (and a few self-employed), 184,000, while normal increase yielded 42,000 and unemployed 18,000.

The next table summarizes the salient features of the foregoing analysis for males and females separately in three periods:- (a) July, 1939, to November, 1941 - the period of war prior to the entry of Japan; (b) November, 1941, to November, 1942 - the first twelve months of the Pacific War and (c) the second twelve months of war in the Pacific.

Particulars	Total for each Period			Average per month		
	July 1939 to Novem-ber 1941 (28 Mths)	Nov. 1941 to Novem-ber 1942 (12 Mths)	November 1942 to Nov. 1943 (12 Mths)	July 1939 to Novem-ber 1941 (28 Mths)	Nov. 1941 to Novem-ber 1942 (12 Mths)	November 1942 to Nov. 1943 (12 Mths)
<u>MALES (Thousands)</u>						
Increase in Defence Forces (a) ..	378.5	273.4	29.3	13.5	22.8	2.4
Increase in employment in in-dustry (other than rural) ..	90.2	-99.1	-18.6	3.2	-8.3	-1.5
<u>Total Increase in Forces and Industry:</u>	468.7	174.3	10.7	16.7	14.5	0.9
The source of this increase was:-						
(i) Decrease in unemployed ..	190.1	43.4	1.8	6.8	3.6	0.2
(ii) Normal increase in Wage and Salary earners ..	46.2	14.9	15.9	1.6	1.2	1.3
(iii) Drawn from other groups (b)	232.4	116.0	- 7.0	8.3	9.7	-0.6
<u>FEMALES (Thousands)</u>						
Total increase in Defence Forces and industry (other than rural and household domestic) ..	120.5	73.4	50.1	4.3	6.1	4.2
The source of this increase was:-						
(i) Decrease in unemployed ..	14.7	3.2	0.1	0.5	0.3	0.0
(ii) Normal increase in wage and salary earners ..	20.3	10.5	11.2	0.7	0.9	0.9
(iii) Drawn from other groups (b)	85.5	59.7	38.8	3.1	5.0	3.3

(a) See explanation of net enlistments in Section 5 on page 5 hereof. See also footnote (b) to table on page 1. (b) As defined in (v) in previous table.

During the first period of the war, males engaged in the Forces and Industry were increasing at an average rate of 16,700 per month; the monthly increase fell to 14,500 in the first year, and to 900 in the second year of the Pacific War. Entries into the Forces, however, averaged 13,500 monthly for the first period, rose to 22,800 in the first year of Pacific War, but averaged only 2,400 in the next year. Diminishing unemployment was yielding 6,800 monthly in the early part of the war, 3,600 per month during the first year of the Pacific War, but little thereafter. Men drawn into the Forces and Industry from other groups at first averaged 8,300 monthly, rose to 9,700 in the twelve months after Japan entered the War, but these other groups have now ceased to provide manpower.

Women commenced to be recruited for the Forces about the middle of 1941. They averaged only 800 per month from July to November, 1941, but in the next twelve months averaged 2,200 per month, and in the twelve months December, 1942, to November, 1943, averaged 1,500. Those entering industry averaged about 4,000 each month prior to November, 1941, during the next twelve months they averaged 3,900 and in the twelve months December, 1942, to November, 1943, averaged 2,600. The largest sources of additional female labour were unoccupied women, women engaged in private domestic service, and employers and self-employed women. These sources provided 3,100 per month in the early part of the war, 5,000 per month in the twelve months after November, 1941, and 3,300 per month during the twelve months ended November, 1943.

4. Summary of Manpower Statistics - States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.

5. Defence Forces: The numbers of persons enlisted in the Defence Forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column while the second column represents the net number taken into Defence Forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes and has been used in the preceding tables. It shows the net extent to which the Defence Forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA.

Enlisted from commencement of War to 30th November, 1943.

(Full time continuous duty)

Services		Gross Enlistments	Not Enlistments
<u>MALES</u>			
Military - A.I.F. (a)	..	425,803 (b)	371,109 (b)
Militia (including Garrison) (a)	..	239,670 (b)	134,270 (b)
V.D.C.	..	4,645 (b)	3,020 (b)
Air - R.A.A.F.	..	163,978	143,896
Naval - R.A.N. and R.A.N.A.S.	..	31,982	28,883
<u>TOTAL MALES:</u>		866,078	681,178
<u>FEMALES</u>			
Military - Nurses, A.I.F. (a)	..	2,826	2,617
Nurses, Militia (a)	..	1,362	552
A.A.M.W.S. - A.I.F. (a)	..	2,885	2,719
A.A.M.W.S. - Militia (a)	..	3,394	2,967
A.W.A.S.	..	21,495	19,972
Air - W.A.A.A.F.	..	21,545	17,582
R.A.A.F. Nursing Service	...	426	426
Naval - W.R.A.N.S. and R.A.N.N.S	..	1,879	1,879
<u>TOTAL FEMALES:</u>		55,812	48,714

(a) These figures allow for transfer from Militia to A.I.F. units.

(b) Approximate, subject to revision. As to Army figures, see footnote

(b) to table on page 1.

The largest increase during November in the net figures for males occurred in the R.A.A.F. (1,500). The A.I.F. total increased by 500 but this increase was chiefly due to transfers from the Militia, as the total of the A.I.F. and Militia together declined by 5,100 compared with October. The Navy increased by 300. Amongst females the most important changes were an increase of 200 in the net number of A.W.A.S. and a similar increase in the W.A.A.A.F., while the A.A.M.W.S. (A.I.F.) increased by 70. The only other significant changes during the month were an increase of 70 in the Naval Women's Services.

Net Enlistments by States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.